



February 1, 2021

Dear Cañada Community,

Welcome back to 2021. It is time to share the outcomes of the new and replacement position proposal process for the 2021-2022 academic year. I would like to extend many thanks to the faculty and staff who submitted requests. Each year we learn a great deal about the needs of our campus community. However, this year is unique. We are faced with a global pandemic that continues to affect our normal budgeting process. Stable funding for long-term commitments is uncertain. As many of you know, the College had to fund COVID-19 related items that were not part of the original budget.

Re-allocation of carry-over funds from prior year FY (2020-2021)
\$4.3 million (Chart 3 on the link below)

COVID-19 Emergency Preparedness Funding FY (2020-2021)
\$1.1 million (Chart 4 on the link below)

Details on the funds mentioned above can be found [here](#). As an administration, we have made these adjustments with one-time funds in order to provide critical resources to support students, faculty and staff to ensure they are successful inside and outside of the classroom during COVID-19.

CRITERIA

In reviewing all of this year's position proposals, the administration considered the following criteria in its evaluation of each proposal:

- *Federal or State Mandates*: is the position required by the federal or state government and/or is it essential to keep the College in compliance with federal or state laws and regulations?
- *SMCCCD Board Recommendation*: has our Board of Trustees recommended that we hire the position?
- *Non-Fund-1 matching or supplemental funding availability*: are there other (non-General Fund) funds available that could pay for all or a good portion of the position?
- *Support for the College's strategic priorities*: does the position further the College's ability to achieve its strategic goals and immediate priorities?

The table below summarizes the status of these criteria in the case of each position. Positions are listed in alphabetical order, not in order of priority within each Group.

Position	Federal or state compliance	SMCCCD Board recommendation	Non General Funds available for FY 21-22	Supports College goals and priorities	Currently funded with an expiring grant	Proposed Start Date
GROUP 1: February, 2021 decision milestone						
Dream Center Program Services Coordinator (partial FTE)*	x		x	x		TBD
Faculty - Biology		x		x		Fall 2021
Faculty - EOPS Counselor (FT, tenure-track) - mostly funded w/ categoricals			x	x		TBD
Faculty - Ethnic Studies Faculty**	x	x		x		Fall 2021
Faculty - International Counselor (convert frm temp to perm., tenure track)				x		TBD
Faculty - Kinesiology Instructor/Head Coach		x		x		Fall 2021
GROUP 2: June, 2021 decision milestone (pending May revise)						
.48 OAll for Food Pantry (partial FTE)				x		TBD
2 Retention Spec. for Guided Pathways Interest Areas (1 currently grant funded)				x	x	TBD
EPIC Coordinator / Peer Mentoring Coordinator (combined position)				x	x	TBD
Financial Aid Program Services Coordinator***	x			x		TBD
Library Support Specialist (from 11 to 12 months/year) (partial FTE)				x		TBD
STEM Center Project Director				x	x	TBD
Vacant Faculty Positions in other Departments				x		TBD

*Assembly Bill 1645 – Student Support Services Dreamer Resource Liaisons: requires the college to designate a Dreamer Resource Liaison for the campus as part of a state-mandated local program

**California Assembly Bill 1460 requires all students enrolled on all 23 CSU campuses to take a 3-unit class in Native American studies, African American studies, Asian American studies or Latina and Latino studies.

***79 HEA §498(d); 20 U.S.C. § 1099c(d); 34 C.F.R. §668.16: an institution must demonstrate its ability to properly administer the Title IV programs in which it participates and to provide the education it describes in public documents (e.g., marketing brochures). Administrative capability focuses on the processes, procedures, and personnel used in administering Title IV funds and indicators of student success.

Requested positions not listed above are not eligible for funding during the FY (fiscal year) 2021-22.

MILESTONES

The economic uncertainty caused by the current COVID-19 pandemic continues to threaten the State's economic future. As a result, the College has determined that a cautious approach to FY 21-22 funding decisions is prudent and necessary. In terms of developing the College's FY 21-22 operating budget, the **College will set two separate budget planning milestones during the spring 2021 semester: February 2021 and June 2021.** At each of these milestones, the College will update its funding decisions for the coming fiscal year based on the new information available at each juncture.

First Budget Planning Milestone: February 2021

The Governor released a proposed budget for FY 21-22 on January 8, 2021. Although considered preliminary at this time and subject to change, the overall tone of the message is mixed. The

proposed State budget anticipates a one-time funding surplus of \$15 billion for FY 2021-22, which would allow the State to pay back a significant portion of deferrals to colleges. It would also allow the State to fund a modest increase to the California Community College system. However, on-going, structural state deficits are projected in the three subsequent years. No reductions in funding for FY 2021-22 are being proposed at this time for the California Community College system. The positions listed in Group 1 in the table above are prioritized for funding in FY 2021-22 at this time.

Second Budget Planning Milestone: June 2021

Additional positions submitted during this year’s resource allocation process, along with currently vacant faculty positions, will be re-assessed after the May Revise is received (announcement to the college community in late May/early June 2021). **There is no guarantee that these positions will be funded. In May-June, we will re-visit the positions in Group 2.**

GRANT FUNDED POSITIONS:

Over the years, Cañada College has increasingly relied on grant funding to supplement as well as complement various programs and services offered to our students. As a result:

- A. Restricted funds make up approximately 34% of the College’s overall operational funding.
- B. In terms of positions, approximately 27% (56.6 FTE) of the College’s positions are funded through grants.
- C. As certain grants end in the coming three years (i.e. ESO Adelante, GANAS), funding for various positions (approximately 15.7 FTE) will also be eliminated.

Given this information and in consideration of the pandemic, the College has determined to work to support these positions via the managed hire process with one-time funds. In addition, the College is working to identify ways to proceed with institutionalizing certain programs and services in light of reduced available resources. As a result, some grant-funded positions are prioritized in the table above.

While we are committed to supporting the staff who are grant funded during the pandemic, using one-time dollars to support these positions places a limit on the funds available to the College. Following is a list of grants that have expired and those scheduled to expire in the coming fiscal year:

GRANT NAME	EXPIRATION DATE
FHDA, Online CTE Pathways	9/30/2020
MSEIP Institutional	9/30/2020
ESO	12/31/2020
GANAS	12/31/2020
SMUHSD -ACCEL AEBG	6/30/2021
ESO ADELANTE	9/30/2021
GANAS	9/30/2021

We believe the decisions detailed above provide the resources and commitments to ensure that Cañada College maintains its focus on quality teaching and learning in alignment with our community's needs all while fulfilling our commitment to serving underrepresented populations.

Thank you all for the work you do and for your participation in and support of this process. I hope you all continue to have a safe and productive semester.

Sincerely,
Jamillah Moore, Ed.D.
President